⚠ CRITICAL SAFETY PROTOCOL ⚠

RESTAURANT WORKER PROTECTION GUIDE

Defense Against Plainclothes ICE 'Soft Raids'

UNDERSTAND THE THREAT

The Tactic: ICE agents are conducting 'soft raids' in restaurants. They enter as customers—typically groups of 4-6 people in civilian clothing—eat meals, gather intelligence on workers, and wait for staff to clock out to detain them in parking lots.

The Goal: Deny them intelligence. Deny them access. Protect your crew.

PHASE 1: ON THE FLOOR (Counter-Surveillance)

1. The 'No Names' Rule — Anonymity is Armor

The Tactic: Agents listen for names during service to run background checks while they eat.

The Defense:

- **Never use legal names on the floor**
- Use only nicknames, position titles ('Runner,' 'Server'), or first initials
- If a customer thanks you, simply say 'You're welcome'—do not introduce yourself
- Do not name your busser, runner, or coworkers in front of customers

2. Radio Silence — Communications Discipline

The Tactic: Agents profile based on language and accent to identify potential targets.

The Defense:

- **Limit non-English conversation near customer tables**
- Keep Spanish or native language conversations strictly Back of House (BOH), in the walk-in, or in the office
- If you must speak near a suspicious table, keep volume low and stick to work-related communication only

3. Spotting the 'Wolf Pack' — Threat Recognition

Warning Signs to Watch For:

- **Group size:** Parties of 4-6 people, usually all men
- **Appearance:** 'Tactical casual'—Oakley sunglasses, cargo pants, hiking boots, chunky watches, tactical vests or jackets

- **Behavior:** They watch staff more than they look at menus
- **Duration:** They stay unusually long but order minimally, or linger after paying
- **Pattern:** They may ask excessive questions about staff or schedules

ACTION: If you spot these indicators, immediately notify your manager or shift lead. Use a discreet signal—do NOT confront the table.

PHASE 2: THE DEPARTURE (The Danger Zone)

4. Parking Lot Perimeter Security

The Tactic: Agents wait for workers to separate from the group and walk alone to their vehicles. This is when they make detentions.

The Defense:

- **NOBODY WALKS ALONE**
- **The Buddy System:** Leave in pairs or groups. Even one witness changes the entire dynamic and legal situation.
- **The Scout:** Before anyone clocks out, one person (preferably a U.S. citizen, manager, or shift lead) checks the parking lot for suspicious vehicles—especially idling SUVs like Ford Explorers or Chevy Tahoes with tinted windows or government plates.

5. The 'Clock-Out' Trap — Timing is Everything

The Tactic: Agents know your shift change times and when the kitchen closes. They use this predictability.

The Defense:

- **Stagger exit times** when possible—not everyone leaves immediately after close
- **Wait 15 minutes** after a suspicious table leaves before exiting. Let them get bored and leave.

PHASE 3: MANAGEMENT PROTOCOL (The Shield)

6. 'Private Areas' Are PRIVATE

Protected Spaces: The kitchen, break room, office, and behind the bar are NON-PUBLIC AREAS.

If Agents Try to Enter Back of House:

- Management MUST intervene immediately
- Use this script: *'I'm sorry, insurance policy prohibits customers in the kitchen. You need to stay in the dining room.'*

If They Identify Themselves as ICE:

- **Demand a Judicial Warrant** (signed by a judge)
- An administrative ICE warrant is NOT sufficient to enter private areas
- Do not consent to any search. Say clearly: *'I do not consent to a search. If you have a judicial warrant, I will examine it. Otherwise, please leave the premises.'*

7. Document Everything

- If agents appear, discreetly record or photograph them (where legal)
- Note vehicle descriptions, license plates, and agent badge numbers if shown
- Report incidents immediately to worker rights organizations and legal hotlines

QUICK REFERENCE CARD (POST IN BREAK ROOM)

⚠ SAFETY ALERT — KNOW YOUR RIGHTS

1. **NO NAMES:** Never use legal names in front of customers. Use nicknames or position titles only.
2. **WATCH THE LOT:** Do not walk to your car alone. Always leave in groups.
3. **SILENCE IS SAFETY:** Be careful what you discuss near tables. Keep non-English conversations in Back of House only.
4. **REPORT SUSPICIOUS ACTIVITY:** If you see a table watching staff excessively (groups of 4-6, tactical clothing, minimal ordering), tell the manager IMMEDIATELY.

We protect each other.

TARJETA DE REFERENCIA RÁPIDA (PUBLICAR EN SALA DE Ddescanso)

⚠ ALERTA DE SEGURIDAD — CONOZCA SUS DERECHOS

5. **SIN NOMBRES:** Nunca use nombres legales frente a los clientes. Use solo apodos o títulos de posición.
6. **VIGILE EL ESTACIONAMIENTO:** No camine solo a su automóvil. Siempre salga en grupos.
7. **EL SILENCIO ES SEGURIDAD:** Tenga cuidado con lo que habla cerca de las mesas. Mantenga las conversaciones que no sean en inglés solo en la parte trasera de la casa.
8. **REPORTE ACTIVIDAD SOSPECHOSA:** Si ve una mesa vigilando excesivamente al personal (grupos de 4-6 personas, ropa táctica, pedidos mínimos), informe al gerente INMEDIATAMENTE.

Nos protegemos unos a otros.

KNOW YOUR RIGHTS — EMERGENCY CONTACTS

National Immigration Law Center Hotline: 1-888-624-4752

United We Dream Hotline: 1-844-363-1423

ACLU Know Your Rights: aclu.org/know-your-rights/immigrants-rights

Immigrant Defense Project: immigrantdefenseproject.org

Your Constitutional Rights

- **You have the right to remain silent** — You do not have to answer questions about your immigration status or where you were born
- **You have the right to refuse searches** — Say clearly: 'I do not consent to a search'
- **You have the right to speak to a lawyer** — Carry a 'know your rights' card with attorney contact information
- **You do not have to open the door** — ICE needs a judicial warrant signed by a judge to enter private areas

---

SAFETY THROUGH SOLIDARITY

This protocol is designed to protect restaurant workers from plainclothes immigration enforcement. Share this document with your entire staff. Post the quick reference cards in visible locations. Train everyone on these procedures.

Your safety is our priority. Together, we are stronger.